



PR/117723 | HR Manager

募集職種

人材紹介会社

ジェイエイシーリクルートメントイギリス

求人ID

1510394

業種

小売

雇用形態

正社員

勤務地

オランダ

給与

経験考慮の上、応相談

更新日

2024年12月11日 18:41

応募必要条件

職務経験

3年以上

キャリアレベル

中途経験者レベル

英語レベル

ビジネス会話レベル

日本語レベル

ビジネス会話レベル

最終学歴

短大卒：準学士号

現在のビザ

日本での就労許可は必要ありません

募集要項

<SUMMARY OF JOB PURPOSE>

We are on a mission to drive and expand their global business and become the most iconic premium lifestyle brand. As we are establishing a strong organization to expand our business in Europe, we require a Back office HR Manager to proactively participate in this activity. This position is responsible for overseeing overall organizational and human resources matters focusing on the back office functions as HR Manager in close cooperation with the HR Retail Manager, HR Manager of their headquarters, as well as aligning with the business strategies and initiatives as a team member of them.

<DUTIES AND RESPONSIBILITIES>

- Develop and implement HR policies and procedures that support the overall business strategy and objectives.
- Provide leadership and guidance to the HR team, ensuring that they are aligned with the company's goals and values.
- Lead organization development, facilitate the growth of the company culture.
- Develop and implement employee training and development programs to enhance employee skills and knowledge.
- Plan and monitor headcount and personnel expenses budget.
- Manage employee relations, including conflict resolution and performance management.
- Implement salary administration (merit, promotion, adjustment).
- In charge of submitting relevant HR reports/analyses to management and HQ HR, both on a monthly and ad hoc basis.
- Collaborate with managers on resource planning and manpower allocation to cope with business growth.

- Team Leadership: Manage and lead the HR Back Office team, ensuring efficient workflow and meeting deadlines.
- Regulatory Compliance: Monitor changes in labor laws and implement necessary adjustments in HR processes.
- Process Improvement: Identify and implement improvements to make HR operations more efficient and cost-effective.
- Project Management: Lead specialized HR projects and participate in organization-wide initiatives.
- Confidentiality: Ensure all HR activities and data are handled with the highest level of confidentiality.
- Support creating an HR foundation for the business expansion.
- Support any other tasks that maybe be necessary and requested

<REQUIRED SKILLS & EXPERIENCE>

- At least 5 years of progressive HR experience (HRBP, organization development, talent acquisition, HR operation), with at least 3 years in a leadership role.
- Experience in retail industries such as fashion (apparel/footwear) and cosmetics is preferred.
- Experience on back office transformation.

We regret to inform applicants that only shortlisted candidates will be notified. Thank you for your understanding.
#LI_JACUK

会社説明